



# NEWSBRIEFS

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THE OFFICE OF EEO

### EEO DIRECTORY

The pilot copy of our EEO Directory was so well received and so many people wanted copies that we went to a format which will be easy to produce in large quantity (more than 8). The first package will include only counselors, OEEEO staff, and Directorate EEO officers, but it will be a looseleaf book, easily expanded. Available in July.

### HISPANIC PROGRAM

The Washington, D.C. area will be observing Hispanic Week from 25-31 July. The Agency plans to join in recognition of the Hispanic contribution to our Nation's history.

A bulletin will be forthcoming asking for employees to support Hispanic Week either through the display of their personal Hispanic artifacts or photographs or by volunteering to help in some other way. We hope that all employees involved with Equal Employment Opportunity will make an effort to participate and will encourage all employees to participate in this program.

### NEW HANDBOOK COMING

The Careers Committee is discussing a new Agency-wide employee handbook to be published late 1977. It is to be an unclassified source of general information which new employees too often are left to gather by osmosis. Along with brief basic information, will be guidance on where to find further detail. Copies will go to all employees -- new and those of us who have been around awhile.

It probably will cover leave, Agency mission, security, insurance, credit union, parking, suggestion awards, promotion, and other across-the-board topics. It will not replace Directorate handbooks.

We hope to contribute a section on EEO. If you have any suggestions on content, please give them to Bob [redacted]. He will pass them to the Careers Committee.

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LIBRARY - SPECIAL COLLECTION

The special collection sponsored by the Federal Women's Board has been established in the CIA library. It is located beside the "Employees Activities Collection" and the "Retirement Collection", stack level 2, down 1/2 flight from the main reading room. Several newsletters, magazines, and pamphlets are already on the shelf; more are coming. Similar collections are planned for ORD and NPIC libraries.

BALLOU HIGH SCHOOL

Community Outreach is part of our commitment to affirmative action, and the Agency employee volunteer tutors at Ballou are part of that action. You have probably seen the media coverage of it, but we will have a few more words in NEWSBRIEFS after Omega Ware (D/EEO) attends the next Ballou PTA meeting.

## NEW FEATURES IN THIS ISSUE

"The Calendar" and "Cases" are new features we expect to continue in NEWSBRIEFS. "The Calendar" will contain events, meetings, conferences, deadlines, programs which may be of interest to you. "Cases" will give you a glimpse of some discrimination complaints and will start with extracts from CSC's Digest of Significant Decisions.

### CASES

#### Sex Discrimination -- Male

The following summary of an Appeals Review Board decision was taken, with permission, from the December 1976 - January 1977 issue of Digest of Significant Decisions:

Complainant, who was employed at an overseas military installation, filed an EEO complaint alleging that the agency discriminated against him because of his sex in its application of its billeting policy. Specifically, complainant alleged that female civilian employees, DOD teachers, and Red Cross employees were provided superior housing while male civilian employees were forced to live in inferior Bachelor Officers Quarters.

The EEO Officer at the installation (the Commanding Officer) rejected the complaint because the matter complained of was not "a matter of employment" and that a complaint which is not concerned with an employment matter is not within the purview of part 713 of the Civil Service regulations.

The Appeals Review Board reversed the agency's ruling in the case, finding that the billeting policy was indeed an "employment matter" over which the agency had jurisdiction and discretion. The Board found that the granting of the housing or the allowance in lieu of housing, is a fringe benefit of employment for complainant and others in his position. Since the complaint was found to be within the purview of part 713, it was returned to the agency for appropriate processing.

THE CALENDAR

May 31 - June 2

First experimental running of "Management for Equality of Opportunity"

June 5-8

Opportunities Industrialization Centers of America, Inc., convocation (see "Sources," May 1977 NEWSBRIEFS).

June 7

D/EEO presentation to CSC's "Managing EEO Programs" course.

June 15

OEEEO to give a "Basic UpMo" presentation to a DDO group

June 15

Third Wednesday -- Directorate EEO Officer's meeting

June 26 - July 1

NAACP convention, St. Louis, Mo. OEEEO representation planned. (see "Sources", May 1977 NEWSBRIEFS)

July 11 - 13

Second experimental running of "Management for Equality of Opportunity"

July 13

OEEEO representatives will attend an all-day "Federal Women's Program Seminar," workshops in several affirmative action areas.

July 13 - 16

FEW (Federally Employed Women) convention in D.C.

July 20

Third Wednesday -- Directorate EEO Officer's meeting.

July 21

National Urban League Conference, Washington, D.C.

July 22

Directorate EEO Quarterly Reviews due in OEE0; then OEE0 report to Mr. Knoche before 31 July.

July 25 - 29

Hispanic Week, CIA kick-off of "Task Force Hispanic"

August 6 - 12

Delta Sigma Theta, Inc. conference in Denver, Colo.  
(see "Sources," May 1977 NEWSBRIEFS)

September

Hispanic Heritage Week

October

EEOP due at CSC no later than 1 October.

November

National Council of Negro Women Conference, Washington, D.C.

FUTURE NEWSBRIEFS

We plan to include summaries of articles from EEO Today, Equal Opportunity Forum, and similar publications. We hope to publish an annotated bibliography of material on the EEO office bookshelf. Please give us your suggestions of what you would like to see in NEWSBRIEFS. What items should be added to "The Calendar?" Pass suggestions to

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